

MEMORANDUM

December 9, 2021

To: House Office of the Whistleblower Ombuds
Attention: Shanna Devine

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Subject: Selected State Statutes on Whistleblower Protections and False Claims

CRS compiled this memorandum in response to your request for state statutes on whistleblower protections.

In general, whistleblowers are employees who report misconduct or illegal activity committed by their employers. **Table 1** includes a representative sample of state statutes that prohibit retaliation against whistleblowers who report waste, fraud, or abuse in specific contexts. (For the reasons described below, **Table 1** may not be considered comprehensive.) The Table includes circumstances involving retaliation against an employee for reporting violations related to equal pay, minimum wage, and occupational safety and health. Pursuant to your request, this survey also contains state statutes on reporting false claims filed against the government. The Table includes citations to statutes on this topic, categories of employees to whom the laws apply (if applicable), and information on remedies for the employee (if identified).

State. This column includes all 50 states and the District of Columbia.

Statutes(s). This column provides the citation to the statute(s) related to whistleblower laws.

Application. This column describes the topic and types of employees covered. Unless otherwise noted, the statute does not limit applicability. For consistency, the term “public employees” was used to include the use of “state employees” in the statute. Statutes of general applicability are listed first, and other laws are listed alphabetically by statute. Statutes on reporting fraudulent claims against the government are listed last.

Remedies Against Retaliation. If the statute includes language about remedies for retaliation related to whistleblowing, that information is included. While CRS attempted to identify the process by which a whistleblower may seek remedies for retaliation, this information was not always readily apparent in the specific statute on whistleblower protection or related provisions. In these cases, “No statute was identified” is indicated in the column.

Methodology

The statutes described in **Table 1** were identified by consulting existing secondary sources on the topic, including:

- Elletta Sangrey Callahan & Terry Morehead Dworkin, *The State of State Whistleblower Protection*, 38 AM. Bus. L.J. 99 (2000).
- Robert J. Nobile, Human Resources Guide, § 5:169 (July 2021 update).
- Public Employees for Environmental Responsibility State Accountability Report Card Summaries for 2020.

In some instances, searches in labor and employment treatises in LexisNexis or Westlaw databases for “whistleblower” were also performed.

Limitations

To narrow the scope of this request¹, CRS excluded some statutes for purposes of this survey. For example, CRS generally excluded any statutes outside of a labor and employment context. CRS also excluded the following:

- Unfair Labor Relations Practices, Discrimination, and Human Rights. Reporting unfair labor relations practices or discrimination without specific references to the employer’s waste, fraud, or abuse.²
- Mandatory Reporting of Child and Elder Abuse. Mandatory reporting by “any person” of suspected abuse of children in foster care or adults in residential health and long-term care facilities.³ The Table also excludes reporting provisions related to persons with disabilities.
- Employee Participation in Administrative or Court Proceedings. The Table also excludes statutes concerning retaliation against employees participating in an administrative investigation or testifying in a court outside of a labor and employment context.⁴

Finally, this survey does not cover case law that might, for example, interpret the meaning and scope of statutory terms.

¹ The appendix to the Callahan & Dworkin article contains 493 lines of state statutes.

² For more information on these statutes, see labor and employment treatises such as Larson on Employment Discrimination. Sections 114.02 through 114.08 of this treatise cover state fair employment statutes, covered employers and employees, discriminatory practices, procedures, and remedies.

³ For more information on these types of statutes, see Child Welfare Information Gateway at <https://www.childwelfare.gov/topics/systemwide/laws-policies/statutes/manda/> and also American Bar Association, Adult Protective Services Reporting Chart available at https://www.americanbar.org/content/dam/aba/administrative/law_aging/2020-elder-abuse-reporting-chart.pdf.

⁴ This topic is covered in 2 Larson on Employment Discrimination §§ 34.02-34.04.

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Table I. Selected State Statutes on Whistleblower Protections and False Claims

State	Statute(s)	Application	Remedies Against Retaliation
Alabama	Ala. Code § 25-5-11.1 (LexisNexis 2021)	Safety rule violations.	No statute was identified.
	Ala. Code § 25-8-57 (LexisNexis 2021)	Child labor violations.	No statute was identified.
	Ala. Code § 36-25-24 (LexisNexis 2021)	<i>Public employees.</i> Ethics violations.	Ala. Code § 36-25-24(d)
	Ala. Code §§ 36-26A-1 to 36-26A-7 (LexisNexis 2021)	<i>Public employees.</i> State Employees Protection Act.	Ala. Code §§ 36-26A-4 to 36-26A-5
Alaska	Alaska Stat. § 24.60.035 (2021)	Protection of whistleblowers.	Alaska Stat. §§ 24.60.035(1)-24.60.035(2)
	Alaska Stat. § 18.60.089 (2021)	Occupational safety and health violations.	Alaska Stat. § 18.60.089(b)
	Alaska Stat. § 23.10.135 (2021)	Violations of Alaska Wage and Hour Act.	No statute was identified.
	Alaska Stat. §§ 39.90.100-39.90.150 (2021)	<i>Public employees.</i> Alaska Whistleblower Act.	Alaska Stat. § 39-90.120(a)
Arizona	Ariz. Rev. Stat. Ann. § 23-1501 (LexisNexis 2021)	Employment Protection Act.	Ariz. Rev. Stat. Ann. § 23-1501(A)(3)(b)
	Ariz. Rev. Stat. Ann. § 23-425 (LexisNexis 2021)	Occupational safety and health violations.	Ariz. Rev. Stat. Ann. § 23-425(B)
	Ariz. Rev. Stat. Ann. §§ 38-531 to 38-534 (LexisNexis 2021)	<i>Public employees.</i> Disclosure of violation of law, mismanagement, gross waste, or abuse.	Ariz. Rev. Stat. Ann. §§ 38-532(D), 38-532(H)-38-532(K)
Arkansas	Ark. Code Ann. § 8-7-1010 (2021)	<i>Public employees.</i> Violations of the Public Employees' Chemical Right to Know Act.	Ark. Code Ann. § 8-7-1015
	Ark. Code Ann. § 11-4-206 (2021)	Minimum wage violations.	No statute was identified.
	Ark. Code Ann. § 11-10-106 (2021)	Violations of Division of Workforce Services Law.	No statute was identified.
	Ark. Code Ann. §§ 21-1-601 to 21-1-610 (2021)	<i>Public employees.</i> Arkansas Whistle-Blower Act.	Ark. Code Ann. §§ 21-1-604 to 21-1-606, 21-1-610
	Ark. Code Ann. §§ 5-55-101 to 5-55-115 (2021)	Medicaid Fraud Act.	Ark. Code Ann. § 5-55-113. Reward for information.
	Ark. Code Ann. §§ 20-77-901 to 20-77-912 (2021)	Medicaid Fraud False Claims Act.	Ark. Code Ann. § 20-77-911. Reward for information.

State	Statute(s)	Application	Remedies Against Retaliation
California	Cal. Gov. Code §§ 8547-8547.15 (Deering 2021)	<i>Public employees.</i> California Whistleblower Protection Act.	Cal. Gov. Code §§ 8547.8, 8547.10, 8547.13, 19683
	Cal. Gov. Code §§ 9149.20-9149.23 (Deering 2021)	<i>Public employees.</i> Whistleblower Protection Act.	Cal. Gov. Code § 9149.23
	Cal. Gov. Code §§ 9149.30-9149.36 (Deering 2021)	<i>Legislative employees.</i> Legislative Employee Whistleblower Protection Act.	Cal. Gov. Code §§ 9149.35-9149.36
	Cal. Gov. Code §§ 53296-53299 (Deering 2021)	<i>Local agency employees.</i> Disclosures of mismanagement, waste, abuse, or danger to public health or safety.	Cal. Gov. Code § 53298.5
	Cal. Lab. Code § 98.6 (Deering 2021)	Labor standards violations.	Cal. Lab. Code § 98.7
	Cal. Lab. Code § 1102.5 (Deering 2021)	Violations of state or federal statutes, rules, or regulations.	Cal. Lab. Code §§ 1102.61, 1105
	Cal. Lab. Code § 6310 (Deering 2021)	Occupational safety and health violations.	Cal. Lab. Code §§ 6310(b), 6312
Colorado	Cal. Gov. Code §§ 12650-12656 (Deering 2021)	False Claims Act	Cal. Gov. Code §§ 12653, 12655
	Colo. Rev. Stat. § 8-4-120 (2021)	Wage violations.	No statute was identified.
	Colo. Rev. Stat. §§ 24-50.5-101 to 24-50.5-107 (2021)	<i>Public employees.</i> Reporting waste, mismanagement, abuse, or illegal or unethical practices.	Colo. Rev. Stat. §§ 24-50.5-104 to 24-50.5-105
	Colo. Rev. Stat. §§ 24-114-101 to 24-114-103 (2021)	<i>Private employees working under contract with state agency.</i> Private Enterprise Employee Protection.	Colo. Rev. Stat. § 24-114-103
Connecticut	Colo. Rev. Stat. §§ 25.5-4-303.5 to -25.5-4-310 (2021)	Colorado Medicaid False Claims Act.	Colo. Rev. Stat. § 25.5-4-306
	Conn. Gen. Stat. § 31-51m (2021)	Protection of employee who discloses employer's illegal or unethical practices.	Conn. Gen. Stat. § 31-51m(c)
	Conn. Gen. Stat. § 4-37j (2021)	<i>Foundation employees.</i> Whistle-blower protection.	No statute was identified.
	Conn. Gen. Stat. § 4-61dd (2021)	<i>State and quasi-public agency employees, employees of large state contractors.</i> Whistle-blower protection.	Conn. Gen. Stat. § 4-61dd(3)-4-61dd(5)
	Conn. Gen. Stat. § 16-8a (2021)	<i>Employees of public service companies, holding companies, and Nuclear Regulatory Commission licensees.</i> Reporting misfeasance, malfeasance, or nonfeasance.	Conn. Gen. Stat. § 16-8a
Connecticut	Conn. Gen. Stat. § 31-69b (2021)	Wage violations, violations related to state contracts.	Conn. Gen. Stat. § 31-69b(b)

State	Statute(s)	Application	Remedies Against Retaliation
	Conn. Gen. Stat. § 31-75 (2021)	Discriminatory compensation practices.	Conn. Gen. Stat. § 31-76
	Conn. Gen. Stat. § 31-379 (2021)	Occupational safety and health violations.	Conn. Gen. Stat. § 31-379(b)-31-379(d)
	Conn. Gen. Stat. §§ 4-274 to 4-289 (2021)	False Claims.	Conn. Gen. Stat. §§ 4-277 to 4-279, 4-284
Delaware	Del. Code Ann. tit. 19, §§ 1701-1708 (2021)	Whistleblowers' Protection Act.	Del. Code Ann. tit. 19, § 1704
	Del. Code Ann. tit. 19, § 509 (2021)	Child labor violations.	No statute was identified.
	Del. Code Ann. tit. 19, § 910 (2021)	Minimum wage violations.	No statute was identified.
	Del. Code Ann. tit. 19, § 1112 (2021)	<i>Private employees.</i> Wage violations.	Del. Code Ann. tit. 19, § 1113
	Del. Code Ann. tit. 19, § 2365 (2021)	Reporting noncompliance with workers' compensation laws.	Del. Code Ann. tit. 19, § 2365
	Del. Code Ann. tit. 29, § 5115 (2021)	<i>Public employees.</i> Protection for reporting violations of law.	Del. Code Ann. tit. 29, § 5115(c)
	Del. Code Ann. tit. 6, §§ 1201-1211	Delaware False Claims and Reporting Act.	Del. Code Ann. tit. 6, §§ 1204-05, 1204-08
District of Columbia	D.C. Code §§ 1-615.51 to 1-615.59 (2021)	<i>Public employees and applicants.</i> Whistleblower Protection.	D.C. Code §§ 1-615.54, 1-615.56
	D.C. Code §§ 2-223.01 to 2-223.07 (2021)	<i>Employees of District contractors and instrumentalities.</i> Whistleblower Protection.	D.C. Code § 2-223.03
	D.C. Code §§ 2-381.01 to 2-381.10 (2021)	False claims law.	D.C. Code §§ 2-381.03 to 2-381.04
Florida	Fla. Stat. § 112.3187 (LexisNexis 2021)	<i>Public employees, private employees of government contractors.</i> Whistle-blower's Act.	Fla. Stat. §§ 112.3187(7)-112.3187(9)
	Fla. Stat. § 440.105 (LexisNexis 2021)	Workers compensation fraud.	No statute was identified.
	Fla. Stat. §§ 448.101-448.103 (LexisNexis 2021)	Reporting violations of law, rules, or regulations.	Fla. Stat. § 448.103
	Fla. Stat. §§ 68.081-68.089 (LexisNexis 2021)	False Claims Act.	Fla. Stat. § 68.088
Georgia	Ga. Code Ann. § 45-1-4 (2021)	<i>Public employees.</i> Disclosing violation or noncompliance with law, rule, or regulation.	Ga. Code Ann. § 45-1-4(e)
	Ga. Code Ann. §§ 23-3-120 to 23-3-127 (2021)	False Claims.	Ga. Code Ann. § 23-3-122
	Ga. Code Ann. §§ 49-4-168 to 49-4-168.6 (2021)	False Medicaid Claims.	Ga. Code Ann. §§ 49-4-168.2 to 49-4-168.4

State	Statute(s)	Application	Remedies Against Retaliation
Hawaii	Haw. Rev. Stat. §§ 378-61 to 378-69 (2021)	Whistleblowers' Protection Act.	Haw. Rev. Stat. §§ 378-63 to 378-64
	Haw. Rev. Stat. § 387-12 (2021)	Violations of Wage and Hour Law.	No statute was identified.
	Haw. Rev. Stat. § 396-8 (2021)	Occupational safety and health violations.	Haw. Rev. Stat. § 396-8(e)(4)-396-8(e)(8)
	Haw. Rev. Stat. §§ 46-171 to 46-181 (2021)	False Claims to the Counties.	Haw. Rev. Stat. § 46-177. Awards to qui tam plaintiffs.
			Haw. Rev. Stat. § 46-180. Relief from retaliatory actions.
	Haw. Rev. Stat. § 661-21 to 661-31 (2021)	False Claims to the State.	Haw. Rev. Stat. § 661-27. Awards to qui tam plaintiffs.
			Haw. Rev. Stat. § 661-30. Relief from retaliatory actions.
Idaho	Idaho Code §§ 6-2101 to 6-2109 (2021)	<i>Public employees.</i> Protection for reporting waste or violation of law, rule, or regulation.	Idaho Code §§ 6-2105 to 6-2106
	Idaho Code § 44-1509 (2021)	Violations of minimum wage law.	No statute was identified.
	Idaho Code § 44-1904 (2021)	<i>Farm workers.</i> Disclosures related to sanitation facilities.	No statute was identified.
Illinois	740 Ill. Comp. Stat. §§ 174/1 to 174/40 (LexisNexis 2021)	Whistleblower Act.	740 Ill. Comp. Stat. § 174/30
	5 Ill. Comp. Stat. §§ 430/15-5 to 430/15-40 (LexisNexis 2021)	<i>Public employees.</i> Whistle Blower Protection.	5 Ill. Comp. Stat. § 430/15-25
	20 Ill. Comp. Stat. § 415/19c.1 (LexisNexis 2021)	<i>Public employees.</i> Disclosing violation of law, mismanagement, waste, abuse, or danger to public health or safety.	No statute was identified.
	50 Ill. Comp. Stat. § 105/4.1 (LexisNexis 2021)	<i>Public employees.</i> Local government employees and contractors. Disclosing improper governmental action.	50 Ill. Comp. Stat. § 105/4.1(f)
	70 Ill. Comp. Stat. § 3605/49 (LexisNexis 2021)	<i>Public employees.</i> Metropolitan Transit Authority employees. Protection for whistleblowers.	No statute was identified.
	105 Ill. Comp. Stat. § 5/34-2.4c (LexisNexis 2021)	<i>Public employees.</i> School employees. Whistle blower protection.	No statute was identified.
	820 Ill. Comp. Stat. § 105/11 (LexisNexis 2021)	Violations of Minimum Wage Law.	No statute was identified.

State	Statute(s)	Application	Remedies Against Retaliation
	820 Ill. Comp. Stat. § 115/14 (LexisNexis 2021)	Violations of Illinois Wage Payment and Collection Act.	820 Ill. Comp. Stat. § 115/14(c)
	820 Ill. Comp. Stat. § 130/11b (LexisNexis 2021)	Violation of Prevailing Wage Act.	820 Ill. Comp. Stat. § 130/11b(b)
	820 Ill. Comp. Stat. § 151/25 (LexisNexis 2021)	Violations of Family Military Leave Act.	820 Ill. Comp. Stat. § 151/30
	820 Ill. Comp. Stat. § 175/90 (LexisNexis 2021)	<i>Day and temporary laborers.</i> Violations of Day and Temporary Labor Services Act.	820 Ill. Comp. Stat. § 175/95
	820 Ill. Comp. Stat. § 255/14 (LexisNexis 2021)	Violation of the Toxic Substances Disclosure to Employees Act.	820 Ill. Comp. Stat. § 255/17
	740 Ill. Comp. Stat. §§ 175/1-175/8 (LexisNexis 2021)	Illinois False Claims Act.	740 Ill. Comp. Stat. § 175/4(d). Award to qui tam plaintiffs.
Indiana	Ind. Code § 4-2-6-13 (LexisNexis 2021)	<i>Public employees.</i> Filing complaint or testifying about ethical violations.	No statute was identified.
	Ind. Code §§ 4-15-10-1 to 4-15-10-6 (LexisNexis 2021)	<i>Public employees.</i> Reporting violation of federal or state law, or misuse of public resources.	Ind. Code. § 4-15-2.2-42
	Ind. Code § 5-11-1-9.5 (LexisNexis 2021)	<i>Public employees.</i> Reporting malfeasance, misfeasance, or nonfeasance by a public officer.	Ind. Code § 5-11-1-9.5(e)
	Ind. Code § 22-5-3-3 (LexisNexis 2021)	<i>Employees of private employers under public contract.</i> Reporting violation of law or misuse of public resources.	No statute was identified.
	Ind. Code § 36-1-8-8 (LexisNexis 2021)	<i>Public employees.</i> Reporting violation of law or misuse of public resources.	No statute was identified.
	Ind. Code §§ 5-11-5.5-1 to 5-11-5.5-18 (LexisNexis 2021)	False Claims and Whistleblower Protection.	Ind. Code § 5-11-5.5-6. Award to complainant.
			Ind. Code § 5-11-5.5-8. Relief for retaliatory action.
	Ind. Code §§ 5-11-5.7-1 to 5-11-5.7-18 (LexisNexis 2021)	Medicaid False Claims and Whistleblower Protection.	Ind. Code § 5-11-5.7-6. Award to complainant.
			Ind. Code § 5-11-5.7-8. Protection from retaliation.
Iowa	Iowa Code § 70A.28 (2021)	<i>Public employees.</i> Disclosing violation of law, mismanagement, abuse, or danger to public health or safety.	Iowa Code §§ 70A.28(5)-70A.28(6)

State	Statute(s)	Application	Remedies Against Retaliation
	Iowa Code § 685.3 (2021)	False claims law.	Iowa Code § 685.3(4). Award to qui tam plaintiffs.
Kansas	Kan. Stat. Ann. § 44-615 (2021)	Testifying before secretary of labor in any controversy between employers and employees.	No statute was identified.
	Kan. Stat. Ann. § 44-636 (2021)	Disclosing unsafe or hazardous working conditions to secretary of labor.	No statute was identified.
	Kan. Stat. Ann. § 75-2973 (2021)	<i>Public employees.</i> Kansas Whistleblower Act.	Kan. Stat. Ann. § 75-2973(f)
	Kan. Stat. Ann. § 75-7502 to -7511 (2021)	Kansas False Claims Act.	Kan. Stat. Ann. § 75-7506. Employment retaliation.
Kentucky	Ky. Rev. Stat. Ann. § 61.102 (LexisNexis 2021)	<i>Public employees.</i> Reporting mismanagement, waste, fraud, abuse, danger to public health or safety, or violation of law.	Ky. Rev. Stat. Ann. § 61.103
	Ky. Rev. Stat. Ann. § 337.990 (LexisNexis 2021)	Wages and hours violations.	No statute was identified.
	Ky. Rev. Stat. Ann. § 338.121 (LexisNexis 2021)	Occupational safety and health violations.	Ky. Rev. Stat. Ann. § 338.121(3)(b)
Louisiana	La. Stat. Ann. § 23:964 (2021)	Testifying at labor investigation.	La. Stat. Ann. § 23:964(C)(2)
	La. Stat. Ann. § 23:967 (2021)	Disclosing illegal employment acts or practices.	La. Stat. Ann. § 23:967(B)
	La. Stat. Ann. § 30:2027 (2021)	Reporting environmental violations.	La. Stat. Ann. § 30-2027(B)
	La. Stat. Ann. § 39:2151-63 (2021)	Hurricane Relief Programs Integrity Act.	La. Stat. Ann. § 39:2160-63
	La. Stat. Ann. § 42:1169 (2021)	<i>Public employees.</i> Disclosure of improper acts.	La. Stat. Ann. § 42:1169(B)
Maine	Me. Stat. tit. 26, §§ 831-840 (2021)	Whistleblowers' Protection Act.	Me. Stat. tit. 26, § 834-A
	Me. Stat. tit. 26, § 570 (2021)	Occupational safety and health violations.	Me. Stat. tit. 26, § 570
	Me. Stat. tit. 26, § 602 (2021)	Reporting violation of law concerning hours of employment.	Me. Stat. tit. 26, § 602(3)
	Me. Stat. tit. 26, § 671 (2021)	Reporting violation of minimum wage law.	No statute was identified.
Maryland	Md. Code Ann., State Fin. & Proc. §§ 11-301 to 11-306 (LexisNexis 2021)	<i>State contractor employees.</i> Whistleblower protection.	Md. Code Ann., State Fin. & Proc. § 11-304 (2021)

State	Statute(s)	Application	Remedies Against Retaliation
	Md. Code Ann., State Pers. & Pens. §§ 5-301 to 5-314 (LexisNexis 2021)	<i>Public employees.</i> Maryland Whistleblower Law in the Executive Branch of State Government.	Md. Code Ann., State Pers. and Pens. § 5-305 (2021)
	Md. Code Ann., Lab. & Empl., § 5-604 (LexisNexis 2021)	Occupational safety and health violations.	See subsection (b)
	Md. Code Ann., Health-Gen. §§ 2-601 to 2-611 (LexisNexis 2021)	False Claims against State Health Plans and State Health Programs.	Md. Code Ann., Health-Gen. § 2-604 (2021)
Massachusetts	Mass. Gen. Laws ch. 12, § 5A-5L (2021)	Employee protection by the Department of the Attorney General.	Mass. Gen. Laws ch. 12, § 5J (2021)
	Mass. Gen. Laws ch. 111F, § 13 (2021)	Hazardous substances disclosure by employers.	See paragraph 2.
	Mass. Gen. Laws ch. 149, § 6D (2021)	Reporting asbestos abatement violations.	No statute was identified.
	Mass. Gen. Laws ch. 149, § 185 (2021)	<i>Public employees.</i> Reporting violations of law.	See paragraph d.
	Mass. Gen. Laws ch. 150A, § 3A (2021)	Persons in domestic service as employees.	No statute was identified.
	Mass. Gen. Laws ch. 151, § 19 (2021)	Reporting violation of minimum wage laws.	See paragraph (1).
	Mass. Gen. Laws ch. 12, §§ 5A-5O (2021)	Department of the Attorney General, false claims.	Mass. Gen. Laws ch. 12, § 5C (2021)
Michigan	Mich. Comp. Laws Ann. §§ 15.361–15.369 (2021)	Whistle-Blowers Protection Act.	Mich. Comp. Laws Ann. § 15.363
	Mich. Comp. Laws § 408.1029 (2021)	Occupational safety and health.	See paragraph (10)
	Mich. Comp. Laws § 408.1065 (2021)	Occupational safety and health administration.	See paragraph (2)
	Mich. Comp. Laws §§ 400.601-400.615 (2021)	The Medicaid False Claims Act.	Mich. Comp. Laws Ann. § 400.610c
Minnesota	Minn. Stat. §§ 181.931 to 181.937 (2021)	Protection from retaliation for reporting violation of laws.	Minn. Stat. § 181.935 (2021)
	Minn. Stat. §§ 177.21 to 177.145 (2021)	Violation of Fair Labor Standards Act.	Minn. Stat. § 177.32 (2021)
	Minn. Stat. § 181.67 (2021)	Equal pay for equal work law.	No statute was identified.
	Minn. Stat. § 182.654 (2021)	Occupational safety and health.	Minn. Stat. § 182.669 (2021)
	Minn. Stat. § 326.81 (2021)	Employments licensed by state, Asbestos Abatement Act.	No statute was identified.

State	Statute(s)	Application	Remedies Against Retaliation
	Minn. Stat. §§ 15C.01-15C.16 (2021)	False Claims Act.	Minn. Stat. § 15C.145
Mississippi	Miss. Code Ann. §§ 25-9-171 to 25-9-177 (2021)	<i>Public employees.</i> Reports to investigative or agency authorities.	Miss. Code Ann. § 25-9-175 (2021)
	Miss. Code Ann. § 7-5-307 (2021)	Fraudulent workers compensation claims.	No statute was identified.
Missouri	Mo. Rev. Stat. § 105.055 (2021)	<i>Public employees.</i> Reporting mismanagement.	See paragraph (5)
	Mo. Rev. Stat. §§ 191.900-191.914 (2021)	Missouri Health Care Payment Fraud and Abuse.	Miss. Code Ann. § 191.908 (2021)
Montana	Mont. Code Ann. §§ 39-2-901 to 39-2-915 (2021)	Wrongful Discharge from Employment Act.	Mont. Code Ann. § 39-2-905
	Mont. Code Ann. §§ 50-71-101 to 50-71-128 (2021)	Montana Occupational Safety and Health Act.	No statute was identified.
	Mont. Code Ann. §§ 17-8-401 to 17-8-416 (2021)	Montana False Claims Act.	Mont. Code Ann. § 17-8-412
Nebraska	Neb. Rev. Stat. §§ 48-1101 to 48-1126 (2021)	Fair Employment Practice Act.	Neb. Rev. Stat. § 48-1114 (2021)
	Neb. Rev. Stat. § 48-443 (2021)	Occupational safety and health.	No statute was identified.
	Neb. Rev. Stat. § 81-2705 (2021)	<i>Public employees.</i> Disclosing information to public official.	Neb. Rev. Stat. § 81-2704
	Neb. Rev. Stat. §§ 68-934 to 68-947 (2021)	False Medicaid Claims Act.	No statute was identified.
Nevada	Nev. Rev. Stat. §§ 281-611 to 281.671 (2021)	<i>Public employees.</i> Disclosure of Improper Governmental Action.	Nev. Rev. Stat. § 281-641
	Nev. Rev. Stat. § 288-270 (2021)	<i>Public employees.</i> General, peace officers.	Nev. Rev. Stat. § 289-110
	Nev. Rev. Stat. § 618-445 (2021)	Occupational safety and health.	See paragraph 2
	Nev. Rev. Stat. Ann. §§ 357.010 to 357.250 (2021)	False claims.	Nev. Rev. Stat. Ann. § 357.250
New Hampshire	N.H. Rev. Stat. Ann. §§ 275-E:1 to 275-E:9 (2021)	Whistleblowers Protection Act.	N.H. Rev. Stat. Ann. § 275-E:2
	N.H. Rev. Stat. § 141-E:19 (2021)	Asbestos management and control.	No statute was identified.
	N.H. Rev. Stat. § 147-A:12 (2021)	Reporting violation of hazardous waste laws.	No statute was identified.

State	Statute(s)	Application	Remedies Against Retaliation
	N.H. Rev. Stat. § 273-C:6 (2021)	Dog and horse racing facility employees.	N.H. Rev. Stat. § 273-C:7
	N.H. Rev. Stat. § 277-A:7 (2021)	Toxic substance control.	See paragraph II
	N.H. Rev. Stat. §§ 167:58 to 167:62 (2021)	Medicaid fraud and false claims.	N.H. Rev. Stat. § 167:61-c
New Jersey	N.J. Stat. Ann. §§ 34:19-1 to 34:19-14 (2021)	Conscientious Employee Protection Act.	N.J. Stat. Ann. § 34:19-5
	N.J. Stat. Ann. § 11A:2-24 (2021)	<i>Public employees.</i> Protection against reprisal for reporting mismanagement or abuse.	No statute was identified.
	N.J. Stat. Ann. § 34:5a-17 (2021)	Hazardous substance reporting.	Section b
	N.J. Stat. Ann. § 34:6A-45 (2021)	<i>Public employees.</i> Occupational safety and health.	Section b
	N.J. Stat. Ann. § 34:8A-10.1 (2021)	<i>Seasonal farm workers.</i> Reporting violations of state worker protection regulations.	Paragraph 3
	N.J. Stat. Ann. § 34:11-56a24 (2021)	Protection for reporters of minimum wage violations and penalties.	N.J. Stat. Ann. § 34:11-56a25-1 (2021)
	N.J. Stat. Ann. § 2A:32C-10 (2021)	False Claims Act.	N.J. Stat. Ann. § 10:5-17
New Mexico	N.M. Stat. Ann. § 10-16C-1 to 10-16C-6 (2021)	<i>Public employees.</i> Whistleblower Protection Act.	N.M. Stat. Ann. § 10-16C-4
	N.M. Stat. Ann. § 10-16-3.1 (2021)	<i>Public employees.</i> Governmental Conduct Act.	N.M. Stat. Ann. § 10-16-14
	N.M. Stat. Ann. § 50-9-25 (2021)	Occupational safety and health.	Section b
	N.M. Stat. Ann. § 74-3-16 (2021)	Radiation Protection Act.	No statute was identified.
	N.M. Stat. Ann. §§ 44-9-1 to 44-9-14 (2021)	Fraud Against Taxpayers Act.	N.M. Stat. Ann. § 44-9-5 (2021)
New York	N.Y. Civ. Serv. § 75-b (LexisNexis 2021)	<i>Public employees.</i> Retaliatory action by public employers.	N.Y. Civ. Serv. Law § 76 (2021)
	N.Y. Lab. Law § 215 (LexisNexis 2021)	Protection from retaliation.	Section a
	N.Y. Lab. Law § 704 (LexisNexis 2021)	Discrimination against employee for filing a complaint.	N.Y. Lab. Law § 706 (2021)
	N.Y. Lab. Law § 736 (LexisNexis 2021)	Reporting and conducting psychological stress evaluations.	N.Y. Lab. Law § 738 (2021)
	N.Y. Lab. Law § 740 (LexisNexis 2021)	Retaliatory actions by employers.	Section 4
	N.Y. Lab. Law § 880 (LexisNexis 2021)	Toxic substances control.	Section 4

State	Statute(s)	Application	Remedies Against Retaliation
	N.Y. Pub. Auth. Law § 2857 (LexisNexis 2021)	<i>Public employees.</i> Whistleblower protection against state and local authorities.	No statute was identified.
	N.Y. State Fin. Law §§ 187-194 (LexisNexis 2021)	False Claims Act.	N.Y. State Fin. Law § 190
North Carolina	N.C. Gen. Stat. § 95-241 (2021)	Protection for employees who report a violation of federal or state law. This provision also covers eight other chapters or articles in the N.C. Gen. Stat.	N.C. Gen. Stat. § 95-242
	N.C. Gen. Stat. § 126-17 (2021)	<i>Public employees.</i> Anti-retaliation by state departments, agencies, or local political subdivisions against employees.	No statute was identified.
	N.C. Gen. Stat. § 126-84 (2021)	<i>Public employees.</i> Protection for reporting improper government activities.	N.C. Gen. Stat. § 126-86
	N.C. Gen. Stat. §§ 1-605 to 1-629 (2021)	False Claims Act.	N.C. Gen. Stat. § 1-608
North Dakota	N.D. Cent. Code § 34-01-20 (2021)	Reporting violation of federal or state law.	Section 4
	N.D. Cent. Code §§ 34-11.1-01 to 34-11.1-08 (2021)	<i>Public employees.</i> Public Employees Relations Act.	N.D. Cent. Code § 34-11.1-04
	N.D. Cent. Code § 34-06-18 (2021)	Reporting or testifying about violations of minimum wage law.	No statute was identified.
	N.D. Cent. Code § 34-06.1-09 (2021)	Reporting equal pay violation.	N.D. Cent. Code § 34-06.1-05
	N.D. Cent. Code § 34-11.1-04 (2021)	<i>Public employees.</i> Reporting violations of federal or state laws, or misuse of public resources.	Section 4
Ohio	Ohio Rev. Code Ann. §§ 4113.51-4113.99 (LexisNexis 2021)	Whistleblower Protection Act.	Ohio Rev. Code Ann. § 4113.55
	Ohio Rev. Code Ann. § 124.341 (LexisNexis 2021)	<i>Public employees.</i> Reporting violations of federal or state law, agency rules, or misuse of public funds.	Subsection D
	Ohio Rev. Code Ann. § 4111.13 (LexisNexis 2021)	Reporting violations of minimum wage laws.	No statute was identified.
	Ohio Rev. Code Ann. § 4167.13 (LexisNexis 2021)	<i>Public employees.</i> State employees.	Subsection B
Oklahoma	Okla. Stat. tit. 74, § 840-2.5 (2021)	<i>Public employees.</i> Reporting violations of state or federal law or agency rules, or misappropriating funds.	Subsection G
	Okla. Stat. tit. 40, § 403 (2021)	Occupational safety and health.	Okla. Stat. tit. 40, § 199

State	Statute(s)	Application	Remedies Against Retaliation
	Okla. Stat. tit. 63, §§ 5053-5060 (2021)	Medicaid False Claims Act.	Okla. Stat. tit. 63, § 5053.5
Oregon	Or. Rev. Stat. Ann. §§ 659A.199-659A.236 (2021)	<i>Public employees.</i> Prohibitions Relating to Employment.	No statute was identified.
	Or. Rev. Stat. Ann. § 652.220 (2021)	Protection from retaliation for reporting wage discrimination.	Subsection (7)
	Or. Rev. Stat. Ann. § 654.062 (2021)	Occupational safety and health.	Subsection (6)
	Or. Rev. Stat. Ann. § 180.755 (2021)	False claims.	Or. Rev. Stat. Ann. § 180.760
Pennsylvania	43 Pa. Cons. Stat. § 1421-1428 (2021)	<i>Public employees.</i> Whistleblower Law. General, municipal, public utilities.	43 Pa. Cons. Stat. § 1421-1424
	35 Pa. Cons. Stat. § 6020.1112 (2021)	Occupational safety and health.	No statute was identified.
	35 Pa. Cons. Stat. § 7130.509 (2021)	Control of low level radioactive waste.	No statute was identified.
	43 Pa. Cons. Stat. § 336.8 (2021)	Protection from retaliation for reporting wage discrimination.	No statute was identified.
	43 Pa. Cons. Stat. § 1301.606 (2021)	Seasonal farm workers reporting violations of state or federal law.	No statute was identified.
	66 Pa. Cons. Stat. § 3316 (2021)	<i>Public employees.</i> Employees of Public Utility Companies.	Subsection (c)
	75 Pa. Cons. Stat. § 1619 (2021)	Commercial drivers reporting violations of state regulations or laws.	Subsection (c)
Rhode Island	R.I. Gen. Laws §§ 28-50-1 to 28-50-9 (2021)	<i>Public employees.</i> Rhode Island Whistleblowers Act.	R.I. Gen. Laws § 28-50-4
	R.I. Gen. Laws § 23-17.14-29 (2021)	<i>Covered facilities.</i> State hospitals.	Subsection (c)
	R.I. Gen. Laws § 27-54-7 (2021)	<i>Covered facilities.</i> Employees of insurance companies.	Subsection (c)
	R.I. Gen. Laws §§ 9-1.1-1 to 9-1.1-9 (2021)	State False Claims Act.	No statute was identified.
South Carolina	S.C. Code Ann. §§ 8-27-10 to 8-27-60 (2021)	<i>Public employees.</i> State employees.	S.C. Code Ann. § 8-27-30
	S.C. Code Ann. § 41-15-510 (2021)	Occupational safety and health.	No statute was identified.
South Dakota	S.D. Codified Laws § 3-6D-5 (2021)	<i>Public employees.</i> State civil service.	S.D. Codified Laws § 3-6D-22
Tennessee	Tenn. Code Ann. § 50-1-304 (2021)	<i>Public employees.</i> General protection from retaliation for reporting violations of the law or regulations.	Subsection (c)
	Tenn. Code Ann. § 8-50-116 (2021)	Reporting violations by a state agency.	Subsection (c)

State	Statute(s)	Application	Remedies Against Retaliation
	Tenn. Code Ann. § 50-2-206 (2021)	Protection from retaliation for reporting violations of minimum wage law.	No statute was identified.
	Tenn. Code Ann. §§ 50-3-106, 50-3-409 (2021)	Occupational safety and health.	Subsection (8)
	Tenn. Code Ann. §§ 4-18-101 to 4-18-108 (2021)	False Claims Act.	Tenn. Code Ann. § 4-18-105
Texas	Tex. Lab. Code Ann. § 21.055 (West 2021)	Unlawful Employment Practices. Declares retaliation against employees for reporting violations to be an unfair employment practice.	No statute was identified.
	Tex. Agric. Code Ann. § 125.013 (West 2021)	Agricultural Hazard Communication Act.	Tex. Agric. Code Ann. § 125.016
	Tex. Gov't Code Ann. § 554.002 (West 2021)	Protection for reporting violations of law.	Tex. Gov't Code Ann. § 554.003
	Tex. Health & Safety Code Ann. § 161.134 (West 2021)	Hospital and health care facility employees.	Subsection (b)
	Tex. Health & Safety Code Ann. § 252.132 (West 2021)	Covering intermediate-term care facilities.	Subsection (b)
	Tex. Human Res. Code Ann. §§ 36.001 to 36.132 (West 2021)	Medicaid Fraud Prevention Act.	Tex. Hum. Res. Code Ann. § 36.101
Utah	Utah Code Ann. § 67-21-3 (LexisNexis 2021)	<i>Public employees.</i> Protection of Public Employees Act.	Utah Code Ann. § 67-21-3.5
	Utah Code Ann. § 34-28-19 (LexisNexis 2021)	Reporting violations of minimum wage laws.	Subsection (2)
	Utah Code Ann. § 34A-6-203 (LexisNexis 2021)	Occupational safety and health.	Subsection (2)
	Utah Code Ann. §§ 26-20-1 to 26-20-15 (LexisNexis 2021)	False Claims Act.	No statute was identified.
Vermont	Vt. Stat. Ann. tit. 3, § 971-978 (2021)	<i>Public employees.</i> Whistleblower Protection.	Vt. Stat. Ann. tit. 3, § 976
	Vt. Stat. Ann. tit. 21, § 231 (2021)	Occupational safety and health.	Subsection (b) and Vt. Stat. Ann. tit. 21, § 232
	Vt. Stat. Ann. tit. 21, § 494d (2021)	Polygraph Protection Act.	Vt. Stat. Ann. tit. 21, § 494e
	Vt. Stat. Ann. tit. 32, § 630-40 (2021)	False Claims Act.	Vt. Stat. Ann. tit. 32, § 631(b)
Virginia	Va. Code Ann. §§ 2.2-3009 to 2.2-3014 (2021)	<i>Public employees.</i> Fraud and Abuse Whistle Blower Protection Act.	Va. Code Ann. § 2.2-3010.1

State	Statute(s)	Application	Remedies Against Retaliation
	Va. Code Ann. § 40.1-51.2:1 (2021)	Occupational safety and health.	Va. Code Ann. § 40.1-51.2:2 (2021)
	Va. Code Ann. § 54.1-515 (2021)	Asbestos, lead, and home inspection contractors.	No statute was identified.
	Va. Code Ann. § 8.01-216.3 (2021)	Virginia Fraud Against Taxpayers Act.	Va. Code Ann. § 8.01-216.5
Washington	Wash. Rev. Code §§ 42.40.010-42.40.910 (2021)	<i>Public employees.</i> State Employee Whistleblower Protection.	Wash. Rev. Code § 42.40.050 (2021)
	Wash. Rev. Code § 19.30.190 (2021)	Farm or agricultural laborer making a report or claim.	No statute was identified.
	Wash. Rev. Code §§ 42.41.010-42.41.902 (2021)	<i>Public employees.</i> Local Government employees' Whistleblower Protection Statute.	Wash. Rev. Code § 42.41.040
	Wash. Rev. Code § 49.17.160 (2021)	Washington Industrial Safety and Health Act.	Subsection (2)
	Wash. Rev. Code § 49.46.100 (2021)	Reporting violations of minimum wage laws.	No statute was identified.
	Wash. Rev. Code §§ 48.80.020-48.80.900 (2021)	Health Care False Claim Act.	No statute was identified.
West Virginia	W. Va. Code §§ 6C-1-1 to 6C-1-8 (2021)	<i>Public employees.</i> Whistle-blower Law.	W. Va. § Code 6C-1-3.
	W. Va. Code § 16-32-14 (2021)	Asbestos abatement.	No statute was identified.
	W. Va. Code § 21-3A-13 (2021)	Occupational safety and health.	Subsection (b)
	W. Va. Code § 21-5b-3 (2021)	Protection from retaliation for reporting violation of equal pay law.	W. Va. Code § 21-5b-4
	W. Va. Code § 21-5c-7 (2021)	Protection from retaliation for reporting violation of minimum wage law.	W. Va. Code § 21-5c-8
	W. Va. Code § 22A-1-22 (2021)	Reporting violations of miners' health, safety, and welfare protections.	Subsection (b)
Wisconsin	Wis. Stat. §§ 230.80-230.89 (2021)	<i>Public employees.</i> State employee protection.	Wis. Stat. § 230.85.
	Wis. Stat. § 146.997 (2021)	Health care workers reporting violation of federal or state law.	Subsection (4)
Wyoming	Wyo. Stat. Ann. §§ 9-11-101 to 9-11-104 (2021)	<i>Public employees.</i> State Government Fraud Reduction Act.	Subsection (c)
	Wyo. Stat Ann. § 27-4-304 (2021)	Equal Pay.	No statute was identified.
	Wyo. Stat Ann. § 27-11-109 (2021)	Occupational Health and Safety.	No statute was identified.

Source: Compiled by CRS by consulting Elletta Sangrey Callahan & Terry Morehead Dworkin, *The State of State Whistleblower Protection*, 38 Am. Bus. L.J. 99 (2000); Robert J. Nobile, *Human Resources Guide*, § 5:169 (July 2021 update); and Public Employees for Environmental Responsibility *State Accountability Report Card Summaries* for 2020.